

ADVANCE VOTING FORM (SHAREHOLDERS REGISTERED THROUGH EUROCLEAR FINLAND): ANNUAL GENERAL MEETING OF FONDIA PLC ON 20 MARCH 2024

Shareholders whose shares are registered directly in their Finnish book-entry account may cast their advance votes using this form. Such shareholders may also vote electronically via Euroclear's electronic registration service at https://egm.apk.fi/eGM/gm/151870290772_en. If the shareholder votes electronically, this form need not be used.

Holders of nominee-registered shares must vote in advance in accordance with the instructions given in section C.4 of the notice of meeting on the Fondia website www.fondia.com/AGM2024.

By this form, I/we authorise Euroclear Finland Oy ("**Euroclear**"), the provider of advance voting for the Annual General Meeting of Fondia Plc ("the **Company**") to be held on 20 March 2024, to record my/our votes with the shares I/we own/hold/represent on certain items on the agenda of the Annual General Meeting of the Company to be held on 20 March 2024. The number of advance votes will be determined on the basis of the holdings in the book-entry account on the record date of the General Meeting (eight business days before the General Meeting).

The personal data provided on the form will identify the shareholder against the book-entry system and confirm the shareholding on the record date of the General Meeting. The personal data will be stored in Euroclear Finland's AGM database for the use of the Company concerned and will not be used for any other purpose or for any other general meeting.

Name of the shareholder*	
Personal identification number / date of birth* or Business identification number of a shareholder who is a legal person*	
Address*	
Postal code and postal town*	
Country*	
Phone number	
E-mail address	
Book-entry account number*	

* The information is mandatory

☐ I will come to the meeting even though I voted in advance

Voting instructions:

I/we authorise Euroclear Finland Oy to record my/our vote(s) with the shares I/we/we hold/represent as indicated by the tick (X) below in each of the items on the agenda of the meeting mentioned below.

Valtuutan/valtuutamme Euroclear Finland Oy:n kirjaamaan ääneni/äänemme omistamillani/omistamillamme/ edustamillani osakkeilla kussakin alla mainitussa kokouksen asialistalla olevassa asiakohdassa alle rastilla (X) merkityllä tavalla.

If no voting instruction is indicated below, or if more than one voting instruction is indicated under the same item, or if text or indications other than tick (X) are used to indicate a voting instruction, the item will be marked "I will not vote" when Euroclear records the votes. This will be interpreted as an indication by the shareholder that his/her shares are not to be taken into account as shares represented at the meeting for this item. Shares represented by the shareholder will not be counted as represented shares at the meeting for this item and his votes will not be counted as votes cast. Unless otherwise stated, a shareholder shall be presumed to vote in the same manner on all shares held by him.

I/we understand that if I/we cast an advance vote as a representative of an entity (including an estate), the legal representative of the entity or a person authorised by the entity must submit the necessary documents to prove the entity's right of representation (e.g. a trade register extract or a board resolution). Please attach these documents to this advance voting form. If the documents are not submitted by the deadline for advance voting or are otherwise incomplete, the shares of the entity will not be counted as represented at the general meeting.

It is recommended that a holder of a Finnish book-entry account only casts advance votes electronically at https://egm.apk.fi/eGM/gm/151870290772_en. In a situation where a holder of a Finnish book-entry account has cast advance votes both electronically and via this advance voting form, Euroclear will record the latest voting instruction in the book-entry account.

Agenda for the Annual General Meeting of Fondia Plc 2024:

Items 7–18 deal with the proposals of the Board of Directors or shareholders of Fondia Plc to the Annual General Meeting in accordance with the notice of the Annual General Meeting. "Abstaining from voting" means casting an empty vote, in which case the shares count towards the number of shares represented in the discussion of the item, which is relevant, for example, in the case of qualified majority voting (e.g. items 17 and 18). For qualified majority voting, all shares represented at the general meeting are taken into account and abstentions have the same effect as votes Against/No. Therefore, abstentions will affect the outcome of the vote. Shareholders should be aware of this, especially if they do not intend to vote against the proposal.

	Proposals	For (Yes)	Against (No)	Abstain from voting (empty)
7	Adoption of the financial statements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Resolution on the use of the profit shown on the balance sheet and the distribution of dividend		<input type="checkbox"/>	<input type="checkbox"/>

9	Resolution on the discharge of Members of the Board of Directors and CEO from liability for the financial year January 1, 2023 – December 31, 2023	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	Consideration of the remuneration report for the governing bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	Consideration of the remuneration policy for the governing bodies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	Resolution on the remuneration of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	Resolution on the number of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	Election of the members of the Board of Directors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	Resolution on the remuneration of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	Election of the auditor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	Authorising the Board of Directors to decide on the repurchase of company's own shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18	Authorising the Board of Directors to decide on the issuance of shares, option rights and other special rights entitling to shares	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Place and date _____

Signature _____

Clarification of signature _____

Please return the completed and signed form by e-mail to yhtiokokous@euroclear.com or by post to Euroclear Finland Oy, Yhtiökokous / Fondia Oyj, P.O. Box 1110, 00101 Helsinki. **The form must be received no later than 15 March 2024 at 10.00 a.m. EET.**